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**Faculty Personnel Policy Committee**

October 20, 2021

Online

3:00-5:00

Minutes

Present: Marie McKendall (chair), Jeanine Beasley, Greg Cline, Rebecca Davis (recorder), Kurt Ellenberger, Sean Lancaster Jagadeesh Nandigam, Kim Ranger; Deborah Sanders,Benjamin Swets, Ed Aboufadel (ex-officio), Douglas Montagna

Absent: Chris Shafer

1. Approval of agenda (pg. 1)
   1. Approved by consensus
2. Minutes from 10-6-21 (pgs. 2-3)
   1. Michelle Dowling instead of Michelle Bowling (spelling) line 4a.
   2. Approved with minor changes by consensus.

3. Chair’s report

* ECS meeting: Marie was scheduled to talk about peer review pilot on Oct.16, but ECS did not have time to get to it; rescheduled for Oct. 28.
* LIFT and other committees: Marie talked to members in the Inclusion and Equity and the LIFT management committee who will be giving recommendations about student evaluations and promotion/tenure decisions likely in November.
* AAUP is a faculty group without representative powers who would like to come to FFPC to discuss their reasons for organizing and their work. Discussion as to whether or not it is appropriate for them to come to FPPC. Decision that it was not unless they want to address a particular charge we are working on.
* Discussion of whether or not to meet via Zoom. It is working well to meet via zoom, and we are still at Level 2 risk, requiring masks. We are efficient. Decision to leave as Zoom meetings; but to re-evaluate if we become Level 1 Risk.

4. Parental Leave Charge (pgs. 4-7)

1. Discussion about whether the revised policy is clear.
2. Marie presented some suggested changes to clarify the leave, specifically clarifying leaves for birth parents, non-birth parents, medical leave, parental leave, and FMLA.
3. Discussion of when medical and parental leave should take place (do they need to be consecutive. They do not have to be consecutive.
4. Discussion as to where the policies are documented; recommend referencing where it will be housed.
5. Will need further discussion as to how this policy will affect faculty in view of the academic calendar.
6. Deb Sanders will take these suggestions back to HR to review.

6. Leadership and Succession Planning Charge (pg. 8)

1. Basded on last meeting discussion, Marie presented suggested language for succession planning for FPPC.

b) Proposal accepted; Marie will send to ECS

7. 12-Month Faculty Vacation Charge (pgs. 9-13)

1. Some units have mandatory meetings during the natural breaks. Some faculty could not take vacations due to their teaching responsibilities.
2. Reviewed memo from Dr. Beck from CHP. Discussion about the memo.
3. Overall the discussion supports the ability of faculty to take vacation time, including a 2-week vacation time.
4. Questions about why 12-month faculty do not have to use Ultra time for vacation time; but library faculty do.
5. Questions:
   1. Can units where this is a problem be creative in the schedules, for example, having some courses run 12 weeks to allow for a vacation?
   2. What do faculty suggest to get 20 scheduled vacation days and up to 2 weeks at a time? What do they think would work for them?
6. Jeanine suggested discussing with Theresa Beck.
7. Faculty in CHP often do not get scholarship time, but are expected to do research. This is a bigger issue than vacation.
8. Action: Marie will ask Teresa Beck to come to FPPC to discuss the memo and reactions to the policy.

8. Data visualization for LIFT

1. Marie wondered how far we go with LIFT data when it may be recommended not to use it for evaluations.
2. Do we need to rewrite our student evaluation?
3. Use combined distributions of the first 4 questions for the graphs; compare to history of the course.
4. Ed sent out examples of how to display LIFT data on graphs.
5. Next meeting we can discuss if we need to have an algorithm for how to evaluate teaching, or a document listing what not to do. Marie will write a draft to discuss to potentially take to ECS for feedback.